

ABSTRACT

This research is discussed to study and to analyze the effect of motivation and job satisfaction on employee's performance through organizational commitment as an intervening variable at PT. SAI Apparel Industries Semarang.

The population in this study were employees of PT. SAI Apparel Industries Semarang. This study was conducted by distributing questionnaires to 100 employees of PT. SAI Apparel Industries Semarang, both men and women. The data collection method was carried out through questionnaires and the sampling method in this study was simple random sampling. The analytical tool used in this research is Structural Equation Modeling (SEM).

The result of the research through SEM analysis shows that work motivation variable has a significant positive effect on the employee performance, and has a significant positive effect on organizational commitment. Besides, job satisfaction has a significant positive effect on the employee's performance and has a significant positive effect on organizational commitment. In addition, it is also known that organizational commitment variable can mediate the relation between work motivation and job satisfaction on the employee performance.

Keywords : Work Motivation, Job Satisfaction, Organizational Commitment, Employee Performance